



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

June 23, 2006

To: Each Supervisor

From: Michael J. Henry   
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of June 22, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

### **DISCIPLINE**

Overall, since January 2004, KDMC has taken disciplinary actions against 461 employees. Of this number, 239 actions have been discharges or resignations. A total of 56 disciplinary actions have been taken against physicians and 39 physicians have been discharged or have resigned.

Since our last report, KDMC has closed three cases. Although no new cases have been opened, one previously closed case has been re-opened. As a result, KDMC's open caseload is currently 49 (detailed summary information is contained in Attachments I and II). The re-opened case does not involve a physician or a nurse.

An article appeared in the June 21, 2006 issue of the Los Angeles Times regarding the conduct of a non-County physician at KDMC. Since the physician is not a County employee, this case would not be reflected in this report.

### **RECRUITMENTS**

KDMC's Nurse Recruiters hosted a recruitment booth at the Diversity Employment Career Fair at LAX Embassy Suites Hotel on Tuesday, June 20, 2006.

*To Enrich Lives Through Effective and Caring Service*

Each Supervisor  
June 23, 2006  
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If you have any questions, please call me.

MJH:STS  
SBH:amb

#### Attachments

c: David E. Janssen  
Bruce Chernof, M.D.  
Ray Fortner  
Sachi Hamai  
John R. Cochran III  
Antionette Smith Epps

H:KDMC Human Resources Status Report FINAL 062306

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 06/22/06

Dated: 6/22/2006

Closed Cases -	863
Open Cases -	49
Referred Cases -	12
Grand Total =	924

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b><u>Formal discipline:</u></b>						
Discharges	10	4	31	0	32	77
Discharges of Probationers	0	6	8	1	11	26
Suspensions (6 - 30 Days)	4	11	48	4	36	103
Suspensions (1 - 5 Days)	11	7	22	1	18	59
Reprimands	7	2	24	2	14	49
Warnings	1	1	1	3	5	11
<b>Resignations in Lieu of Administrative Action</b>	19	9	31	6	11	76
<b>Release of Temporary Employee</b>	14	1	36	0	8	59
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>66</b>	<b>41</b>	<b>201</b>	<b>17</b>	<b>136</b>	<b>461</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	23	10	39	43	31	146
<b>Total Actions Taken</b>	<b>89</b>	<b>51</b>	<b>240</b>	<b>60</b>	<b>167</b>	<b>607</b>

- <sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners  
<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.  
<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant  
<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 06/22/06

Dated: 6/22/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal discipline:</u></b>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
<b>Resignations in Lieu of Administrative Action</b>	17	1	1	19
<b>Release of Temporary Employee</b>	14	0	0	14
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	<b>56</b>	<b>9</b>	<b>1</b>	<b>66</b>

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	21	1	1	23
<b>Total Actions Taken</b>	<b>77</b>	<b>10</b>	<b>2</b>	<b>89</b>